

MEMORANDUM OF AGREEMENT

By and Between

ROGER WILLIAMS UNIVERSITY

and

ROGER WILLIAMS UNIVERSITY FACULTY ASSOCIATION / NEA – NEARI

NOW COME the parties and agree to extend their 2022-2026 current collective bargaining agreement (“CBA”), subject to the following terms:

1.) ONE-YEAR EXTENSION

- A. Except as otherwise expressly set forth herein, all terms and conditions of the parties’ current CBA will extend and remain in full force and effect until and through June 30, 2027.
- B. Replace reference to “June 30, 2026” (line 68 of current CBA) with: *June 30, 2027*.

2.) ARTICLE XIII - COMPENSATION

- A. Article XIII.A. (“Salary Program”), add the following line immediately after current CBA line 2985:

5.) 2026-2027 September 1, 2026 3%

- B. Add column to Minimum Salary table (at current CBA lines 3029-3030) to reflect minimum salaries for 2026-2027 as follows: Assistant Professor: \$80,610; Associate Professor: \$89,359; Professor: \$104,335; Lecturer: \$77,034
- C. Add column to Additional Compensation table (Article XIII.E, lines 3037-3043) to reflect the following rates for 2026-2027 as follows: *2026-2027 \$6,344*
- D. Adjunct Faculty in Architecture Studio rate (Article XIII.E.3), add the following line immediately after current CBA line 3071: *2026-2027 \$18,457*
- E. Special Projects rate (Article XIII.E.4), add the following line immediately after current line 3084: *2026-2027 \$211*

3.) ARTICLE XIV – FRINGE BENEFITS

Add line immediately after current line 3121 as follows: *For the period July 1, 2026 through June 30, 2027, all MBUs will contribute 24% of the premium cost.*

4.) **ARTICLE XV – PROFESSIONAL DEVELOPMENT, FOUNDATION AND SABBATICALS**

- A. Professional Development - add line immediately after current line 3624 as follows:
2026-2027 \$3,000
- B. Foundation – The parties agree that this MOA shall have no effect on their May 1, 2026 Memorandum of Agreement concerning the Foundation to Promote Scholarship and Teaching.

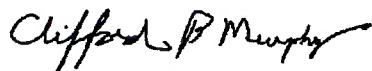
5.) **APPENDIX C**

Add academic calendars for Fall, Spring semesters for 2026-2027 AY.

The terms set forth above are subject to approval and ratification by the parties' respective constituent bodies as may be required, and if required, each party covenants to positively and affirmatively recommend approval and/or ratification to their respective constituent body.

Signed this 2 day of ^{July}~~June~~ 2026

FOR THE UNION



Clifford Murphy, Ph.D.
RWUFA President

Signed this 14 day of ^{July}~~June~~ 2026

FOR THE UNIVERSITY



Margaret Everett, Ph.D.
Provost